



CITY OF LEMON GROVE

CITY COUNCIL STAFF REPORT

Item No. 1.E

Meeting Date: June 18, 2019

Submitted to: Honorable Mayor and Members of the City Council

Department: City Manager's Office

Staff Contact: Roberto Hidalgo, Human Resources Manager

rhidalgo@lemongrove.ca.gov

Item Title: 2020 Minimum Wage Increase

Recommended Action: Adopt a Resolution entitled, "A Resolution of the City Council of the City of Lemon Grove, California, approval of minimum wage increase to ensure compliance with the California Minimum Wage increase as governed by State law."

Summary: Effective January 1, 2020, minimum wage will increase from \$12.00 to \$13.00 hourly. The proposed salary recommendations (Attachment B) are based on requirements by State law. Additionally, the first five (5) steps thereafter will continue to maintain a 5% differential between salary steps with the last two (2) maintaining a 2.5% differential.

Discussion: The City of Lemon Grove has a past practice of State compliance. As an employer with 26 or more employees, the minimum wage will increase to \$13.00 per hour. In the future, the City will continue to adhere to the State's schedule, which increases the minimum wage to \$15 per hour by 2022.

Environmental Review:

☒ Not subject to review

☐ Negative Declaration

☐ Categorical Exemption, Section |

☐ Mitigated Negative Declaration

Fiscal Impact:

The total projected annual cost to the City will be approximately \$6,240.00, based on an average of 12 hourly extra help employees impacted by the minimum wage increase and a 20-hour work week. These costs are already budgeted for FY 2019-20.

Public Notification:

None.

Staff Recommendation: Approve minimum wage increase to ensure compliance with the California Minimum Wage increase as governed by State law.

Attachments:

Attachment A – Resolution

Attachment B – Part-Time Salary Table

RESOLUTION NO. 2019-

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LEMON GROVE,
CALIFORNIA, APPROVAL OF MINIMUM WAGE INCREASE TO ENSURE
COMPLIANCE WITH THE CALIFORNIA MINIMUM WAGE INCREASE AS
GOVERNED BY STATE LAW**

WHEREAS, the FY 2019/20 General Fund budget funds positions that require adherence to the new minimum wage increase; and

WHEREAS, this wage modified will affect the part-time salary schedule to include the positions of Recreation Leader I and II, Office Aide, and Maintenance Service Worker; and

WHEREAS, this increase will also affect the salary steps for these part-time positions; and

WHEREAS, the City must comply with the State approved minimum wage law.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Lemon Grove, California, hereby approves

PASSED AND ADOPTED on _____, 2019, the City Council of the City of Lemon Grove, California, adopted Resolution No. _____, passed by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

Racquel Vasquez, Mayor

Attest:

Shelley Chapel, MMC, City Clerk

Approved as to Form:

Kristen Steinke, City Attorney

PART-TIME SALARY TABLE**2020**

| | | | | | | | |
|-----------------------------------|----------|----------|----------|----------|----------|----------|----------|
| Maintenance Service Worker | A | B | C | D | E | F | G |
| Hourly | 13.00 | 13.65 | 14.33 | 15.05 | 15.80 | 16.20 | 16.61 |
| Office Aide | A | B | C | D | E | F | G |
| Hourly | 13.00 | 13.65 | 14.33 | 15.05 | 15.80 | 16.20 | 16.61 |
| Recreation Leader 1 | A | B | C | D | E | F | G |
| Hourly | 13.00 | 13.65 | 14.33 | 15.05 | 15.80 | 16.20 | 16.61 |
| Recreation Leader II | A | B | C | D | E | F | G |
| Hourly | 13.56 | 14.24 | 14.95 | 15.70 | 16.49 | 16.90 | 17.32 |